

Exhibit 10

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14 to 17

	Page 14	Page 16
1	- JENNIFER BURDIS -	
2	privacy training, to recruitment trainings on our	
3	systems and processes, to candidate management	
4	training and company trainings that would include,	
5	you know, all-encompassing recruitment processes	
6	including level, what to look for in candidates'	
7	background, skill sets, things like that.	
8	Q. Did you receive any training related	
9	to compensation or setting compensation?	
10	A. Yes.	
11	Q. Did you receive any training related	
12	to anti-bias?	
13	A. Yes.	
14	Q. And did you receive any training	
15	related to discrimination?	
16	A. Yes.	
17	Q. Okay. Did you receive trainings	
18	related to particular systems used at Google?	
19	A. Yes.	
20	Q. Okay. Did you receive trainings in	
21	GHire?	
22	A. Yes.	
23	Q. And how about Thrive?	
24	A. No, I did not have training in	
25	Thrive.	
	Page 15	Page 17
1	- JENNIFER BURDIS -	
2	Q. So at what point did you begin	
3	supporting the Office of the CTO or OCTO?	
4	A. I believe it was at some point during	
5	the beginning of 2016.	
6	Q. Okay. So let's focus on when you	
7	were supporting OCTO and specifically about the	
8	technical director office of the CTO position, and	
9	I'm going to call it technical directors going	
10	forward. Is that okay?	
11	A. Yes.	
12	Just -- you're slightly muffled in	
13	the audio. I think it's because we're trying to	
14	-- I can hear you, but I'm just having to listen	
15	carefully so that might --	
16	MR. GAGE: I think it may by at your	
17	end, Shira, too, because I hear you, but	
18	you're a little distant.	
19	MS. GELFAND: Okay, that's fine. Let	
20	me know if this is better. Is this better?	
21	MR. GAGE: It's better. As you lean	
22	a little forward like you're right now, I can	
23	hear you clearly.	
24	MS. GELFAND: Okay, I will project.	
25	MR. GAGE: Now that works.	

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26 to 29

	Page 26	Page 28
1	- JENNIFER BURDIS -	- JENNIFER BURDIS -
2	MR. GAGE: Objection.	a little confusing, so...
3	A. I do not know.	Q. Okay. So you had mentioned that this
4	Q. And so were there minimum	document contains the minimum qualifications for
5	qualifications that candidates had to meet for	the role in the "Skills and Experience
6	this technical director role?	Requirements" section --
7	A. Yes.	A. Okay.
8	Q. And what were those minimum	Q. -- so I'm asking: Where in here does
9	qualifications?	it document the minimum qualifications?
10	A. They're listed on the job	A. Well, now I --
11	description. I would have to refresh by reading	MR. GAGE: Objection. Go ahead.
12	it, but the minimum qualifications are documented	A. Now that I'm looking at the job
13	on the job description.	description, I realize that the headline where the
14	Q. Okay, and where are they documented	bullets that's your reading out reside are
15	on the job description?	actually under the "Skills and Experience
16	A. On the second page of Exhibit 61, I	Requirements" and there's no mention of minimum
17	believe.	qualifications in that section of the job
18	Q. So would that be under "Skills and	description.
19	Experience Requirements"?	Q. Okay. So are the minimum
20	A. Correct.	qualifications for this job description listed
21	Q. Okay, and could Google choose to	elsewhere?
22	waive those minimum qualifications?	A. They would likely be in GHire.
23	MR. GAGE: Objection. I don't know	Q. So how did you determine -- I'm
24	if I heard the question right. Did you say	sorry, one moment.
25	could or did?	So if you were to look up the minimum
	Page 27	Page 29
1	- JENNIFER BURDIS -	- JENNIFER BURDIS -
2	MS. GELFAND: "Could" they.	qualifications for the technical director role,
3	MR. GAGE: Oh, could. Could, okay.	where -- where in GHire would that be located?
4	Objection.	A. It would be under the requirements in
5	A. I'm not sure how to answer that.	GHire where there is a section to input minimum
6	Q. Okay. So let's walk through these	qualifications.
7	minimum qualifications. So the first one says	Q. Do you recall what those minimum
8	that, "The ideal candidate will have extensive	qualifications were with respect to the technical
9	experience co-creating Cloud roadmaps with	director role?
10	customers and/or vendors of the CIO, CTO, SVP of	A. I don't.
11	engineering levels."	Q. Okay. So how did you determine
12	MR. GAGE: Objection.	whether a candidate was a match for the technical
13	Q. Would this be a minimum qualification	director role?
14	for the technical director role?	MR. GAGE: Objection.
15	A. No.	A. Maybe you could rephrase.
16	Q. Okay. Would that be a preferred	Q. Sure. So when a candidate applied
17	qualification?	for the technical director position, what factors
18	MR. GAGE: Objection.	did you use to determine whether they would be
19	A. I don't know how to answer that	brought in for an interview?
20	question.	A. So there were a number of different
21	Q. Okay, and if you could take a look at	factors taken into account. Industry experience
22	that time second bullet point, is that a minimum	would be one of them. The extent of a candidate's
23	qualification for the technical director role?	experience and years of experience would play a
24	MR. GAGE: Objection.	part in that decision. Relevant experience with
25	A. I'm finding this section of questions	regard to the specific area of technology and also

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<p style="text-align: right;">Page 30</p> <p>1 - JENNIFER BURDIS -</p> <p>2 for the industry verticals we were hiring for,</p> <p>3 relevant experience within that domain.</p> <p>4 Q. Anything else?</p> <p>5 A. Educational background is also</p> <p>6 another factor, so we consider.</p> <p>7 Q. Okay. So when you said that years of</p> <p>8 experience played a part in your determination,</p> <p>9 can you speak more about that? What were the</p> <p>10 years of experience that you considered?</p> <p>11 MR. GAGE: Objection.</p> <p>12 A. The -- the boundaries of years of</p> <p>13 experience are not concrete, so that's difficult</p> <p>14 to answer.</p> <p>15 Q. Okay, and so at the time that the</p> <p>16 candidates came in for an interview, had you made</p> <p>17 an assessment about their level?</p> <p>18 A. An initial one, yes.</p> <p>19 Q. So this was a preinterview initial</p> <p>20 assessment?</p> <p>21 A. Yes.</p> <p>22 MR. GAGE: Objection.</p> <p>23 Q. Okay. Was there any policy that laid</p> <p>24 out how years of experience translated into level?</p> <p>25 MR. GAGE: Objection.</p>	<p style="text-align: right;">Page 32</p> <p>1 - JENNIFER BURDIS -</p> <p>2 level for the technical director role. Did anyone</p> <p>3 else make an assessment at that time?</p> <p>4 A. Yes.</p> <p>5 Q. Who?</p> <p>6 A. The sourcer, Krista Callahan. The</p> <p>7 sourcer; Krista, with a K, Callahan.</p> <p>8 Q. And what was Ms. Callahan's position?</p> <p>9 A. She was Ulku's sourcer, so she was</p> <p>10 the first person that Ulku had contact with and</p> <p>11 engaged with for the role.</p> <p>12 Q. And do you recall what she assessed</p> <p>13 Ms. Rowe's level at?</p> <p>14 A. I recall Level 8.</p> <p>15 Q. Okay, and do you recall what that</p> <p>16 assessment was based on?</p> <p>17 A. You would need to ask Krista that</p> <p>18 question.</p> <p>19 Q. And would that assessment be</p> <p>20 documented anywhere?</p> <p>21 A. Again, Krista may have documentation</p> <p>22 that I'm unaware of.</p> <p>23 Q. Okay, and did you -- did you document</p> <p>24 your assessment of Ms. Rowe's level anywhere?</p> <p>25 A. It may be on certain documents that</p>
<p style="text-align: right;">Page 31</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. I believe there might be some</p> <p>3 documentation around that, but I don't recall the</p> <p>4 detail.</p> <p>5 Q. Okay, and could you deviate</p> <p>6 from -- from that?</p> <p>7 MR. GAGE: Objection.</p> <p>8 A. Taking into account other factors</p> <p>9 that we consider in the screening process, yes.</p> <p>10 Q. Okay, and so did you look at that</p> <p>11 documentation that you mentioned at the time that</p> <p>12 you were recruiting for the technical director</p> <p>13 role related to years of experience?</p> <p>14 A. Yes.</p> <p>15 Q. And the years of experience, were</p> <p>16 those bands of years or were they broken down year</p> <p>17 by year?</p> <p>18 MR. GAGE: Objection.</p> <p>19 A. They were bands.</p> <p>20 Q. So do you recall with the technical</p> <p>21 director position, what bands equated to which</p> <p>22 level?</p> <p>23 A. I do not.</p> <p>24 Q. Okay. So you stated that you made an</p> <p>25 initial preinterview assessment of a candidate's</p>	<p style="text-align: right;">Page 33</p> <p>1 - JENNIFER BURDIS -</p> <p>2 we were considering Ulku at Level 8. I don't</p> <p>3 remember exactly which documents that information</p> <p>4 would reside on.</p> <p>5 Q. Okay, and did you always document</p> <p>6 your assessment, your preinterview assessment, for</p> <p>7 a candidate's level?</p> <p>8 A. Yes.</p> <p>9 Q. And did you review any criteria in</p> <p>10 making that assessment?</p> <p>11 A. Yes.</p> <p>12 Q. And what did you review?</p> <p>13 A. The minimum qualifications and the</p> <p>14 factors that I previously listed when we consider</p> <p>15 where a candidate might fit within the</p> <p>16 organization level-wise.</p> <p>17 Q. Okay, and did you document this in</p> <p>18 GHire?</p> <p>19 A. I don't recall --</p> <p>20 MR. GAGE: Objection.</p> <p>21 A. I don't recall if it's written in</p> <p>22 GHire.</p> <p>23 Q. Do you recall whether it's written</p> <p>24 anywhere else?</p> <p>25 MR. GAGE: Objection.</p>

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1 - JENNIFER BURDIS - 2 decision-making and it wouldn't -- that wouldn't 3 sway things either way. 4 Q. Okay. So going down on the same 5 document to the first bullet point it says 6 "Consistent evaluation for all candidates," do you 7 see that? 8 A. I do. 9 Q. So it says that, "We assess 10 candidates against structured rubrics during the 11 interview process to ensure consistency and reduce 12 bias when evaluating candidates." So was that 13 true at the time that you were recruiting for the 14 technical director's role? 15 A. Just give me a second. 16 Yes. 17 Q. Okay, and which rubrics did you use? 18 A. I don't recall specific documents or 19 names of documents, but there will be a rubrics 20 that speaks to the Level 8 process and Level 9 21 process. 22 Q. Okay. So if you had assessed an 23 individual at a Level 8 prior to their interview, 24 that individual would be assessed according to the 25 Level 8 rubric?	1 - JENNIFER BURDIS - 2 technical director position? 3 A. Yes. 4 Q. Okay. As far as you were aware, did 5 Google -- sorry. 6 Did Google have a policy that the 7 number of years of work experience dictated the 8 level that someone would come in at? 9 A. I'm not aware of that policy. 10 Q. So what was your understanding of how 11 the years of experience of a candidate were 12 considered under Google's leveling policy? 13 MR. GAGE: Objection. 14 A. They were only guidelines. They were 15 guidelines. 16 Q. So Google didn't have a policy that 17 someone with a certain number of years of 18 experience would automatically come in at a 19 certain level? 20 A. No. 21 Q. So for any role at Google, someone 22 with say 17 years of experience could come in as a 23 Level 9 if they were being hired for a Level 9 24 role? 25 A. If they met --
Page 43	Page 45
1 - JENNIFER BURDIS - 2 A. With consideration -- 3 MR. GAGE: Objection. 4 Go ahead. 5 A. With consideration of levels, given 6 that this specific job role was spanning two 7 levels, the process would include the first levels 8 throughout -- it would be inclusive of both Level 9 8s and Level 9s throughout. 10 Q. So if you had made an initial 11 assessment that a candidate was a Level 8, could 12 or would -- would the interviewer still look at 13 the Level 9 rubric? 14 A. Yes. 15 Q. Okay, and were these same rubrics 16 used for all candidates in the technical director 17 position? 18 A. Yes. 19 Q. Okay, and so continuing where we left 20 off in the document, it says "While we do take 21 prior experience into consideration, we don't rely 22 on company names and job titles to understand a 23 candidate's capabilities." 24 Did you understand that to be true at 25 the time that you were recruiting for the	1 - JENNIFER BURDIS - 2 MR. GAGE: Objection. 3 Q. Sorry? 4 A. If they met the criteria for the 5 role, then that is possible. 6 Q. Okay, and could someone with 25 years 7 of experience come in at a Level 7 if they were 8 being hired for a Level 7 role? 9 A. Yes. 10 MR. GAGE: Objection. 11 Q. Okay, and so did Google prescribe any 12 meaningful difference between someone with 15 13 years of experience versus someone with 17 years 14 of experience in terms of leveling? 15 MR. GAGE: Objection. 16 A. No. 17 Q. Okay. Did Google prescribe any 18 meaningful difference between someone with 19 19 years of experience versus someone with 20 years 20 of experience? 21 MR. GAGE: Objection. 22 A. No. 23 Q. Okay. How about between 19 years of 24 experience and 21 years of experience? 25 MR. GAGE: Objection.

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<p style="text-align: right;">Page 46</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. No.</p> <p>3 Q. And how about between 23 years of 4 experience versus 25 years of experience?</p> <p>5 MR. GAGE: Objection.</p> <p>6 A. No.</p> <p>7 Q. Did Google provide you with any 8 guidance on how number of years of experience 9 would be evaluated for purposes of leveling?</p> <p>10 MR. GAGE: Objection.</p> <p>11 A. Sorry, could you repeat that question 12 again?</p> <p>13 Q. Sure. Did Google provide you with 14 any guidance about how number of years of work 15 experience would be evaluated for purposes of 16 leveling?</p> <p>17 MR. GAGE: Objection.</p> <p>18 A. I believe the documentation is purely 19 a guide and it's -- it's a guideline; it not 20 concrete.</p> <p>21 Q. And did Google provide you with any 22 guidance on how to consider years of experience 23 when individuals were being hired for the same 24 role?</p> <p>25 MR. GAGE: Objection.</p>	<p style="text-align: right;">Page 48</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. So in place of a hiring committee the 3 packet, the candidate packet, would be submitted 4 to the team you see here, CESO, for SVP review. 5 Concurrently to that, the packet would also be put 6 in front of Diane Greene to review.</p> <p>7 Q. Did Ms. Greene review all the packets 8 for the technical director candidates?</p> <p>9 MR. GAGE: Objection.</p> <p>10 A. I do not know if she reviewed them. 11 She had access to them.</p> <p>12 Q. Okay, and so this paragraph states 13 that, "A levelling rationale is typically crafted 14 by the recruiter and the hiring manager together." 15 Was the leveling rationale always included in the 16 packet?</p> <p>17 A. Yes.</p> <p>18 Q. And what information did you 19 understand to be included in the levelling 20 rationale?</p> <p>21 A. Typically the leveling rationale 22 would come from the hiring manager. So in this 23 instance, it would be Will Grannis and he would 24 essentially write between one sentence and four to 25 five sentences on his opinion of where a candidate</p>
<p style="text-align: right;">Page 47</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. Again, years of experience is one 3 factor.</p> <p>4 Q. Okay. So going back to this 5 document, let me know when you have that opened.</p> <p>6 A. I do.</p> <p>7 Q. Okay.</p> <p>8 MR. GAGE: Are we still on Tab 164?</p> <p>9 MS. GELFAND: Yes.</p> <p>10 MR. GAGE: Okay.</p> <p>11 Q. The second bullet point says 12 "Independent Review" and you can read through that 13 if you need to refresh your recollection about 14 this policy, but my question for you is: Was this 15 process in place at the time that you were 16 recruiting for the technical director role?</p> <p>17 A. I will just read it, if that's okay.</p> <p>18 Q. Sure.</p> <p>19 A. Okay. So for Level 8 candidates, 20 Level 8-plus candidates, at the time I was hiring 21 for the office of the CTO we did not have a hiring 22 committee stage for these candidates.</p> <p>23 Q. Okay. So -- so then can you walk me 24 through the process of hiring for the technical 25 director role without the hiring committee?</p>	<p style="text-align: right;">Page 49</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. would sit level-wise.</p> <p>3 Q. Okay, and so you stated that Mr. 4 Grannis would make a preinterview assessment of a 5 candidate's level, correct?</p> <p>6 A. Correct.</p> <p>7 Q. And so was this rationale in addition 8 to that initial assessment?</p> <p>9 A. Correct.</p> <p>10 Q. Okay. You can put that document 11 aside.</p> <p>12 So did you have any role in the 13 interviewing portion of the hiring process for the 14 technical directors?</p> <p>15 A. Not outside of helping to coordinate 16 the logistics.</p> <p>17 Q. Did you put together a panel of 18 interviewers?</p> <p>19 A. Yes.</p> <p>20 Q. Did anyone else, in addition to you, 21 select the interviewers?</p> <p>22 A. Yes.</p> <p>23 MR. GAGE: Objection.</p> <p>24 Q. And who was that?</p> <p>25 A. Will Grannis.</p>

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1	- JENNIFER BURDIS -	1	- JENNIFER BURDIS -
2	Q. And what was the choice of	2	Q. Is that no? Sorry, you cut out.
3	interviewers based on?	3	A. No, I do not recognize it.
4	MR. GAGE: Objection.	4	Q. Have you ever seen anything like
5	A. I don't fully understand the	5	this?
6	questions to answer.	6	MR. GAGE: Objection.
7	Q. So how did you and Mr. Grannis decide	7	A. No.
8	who would be on the panel of interviewers for the	8	Q. Okay. So you're not aware if any
9	technical director's role?	9	I 8-plus assessment-based interview questions were
10	MR. GAGE: Objection.	10	used for the technical director role?
11	A. You would need to ask --	11	MR. GAGE: Objection.
12	MR. GAGE: She said -- yeah, I don't	12	A. I am not aware.
13	think she said she did it.	13	Q. Are you aware -- did the questions
14	A. -- Will.	14	differ at all based on whether someone was being
15	Q. And do you know if the same panel of	15	considered as a Level 8 or a Level 9?
16	interviewers were used for all candidates for that	16	A. Not to my knowledge.
17	role?	17	Q. Okay. So speaking specifically about
18	A. The panels were not identical. There	18	the technical director's position, was the
19	was a lot of crossover, but due to the logistics	19	decision to make an offer to a candidate made
20	side and scheduling constraints we had a pool of	20	after all of the interviewers' interviews were
21	interviewers that we selected from.	21	complete?
22	Q. Okay, and do you know what the choice	22	A. Correct.
23	of interviewers was based on?	23	Q. And who made the decision to extend
24	MR. GAGE: Objection.	24	an offer?
25	A. You would need to ask Will.	25	A. We receive -- the recruiter receives
	Page 51		Page 53
1	- JENNIFER BURDIS -	1	- JENNIFER BURDIS -
2	Q. Was Mr. Grannis on the panel for	2	notification of SVP approval and at that point
3	these candidates?	3	you -- the recruiter can extend an offer.
4	A. He met with every candidate.	4	Q. So aside what was in GHire for the
5	Q. Do you know if Mr. -- if Brian	5	technical director position, did any interviewers
6	Stevens met with every candidate?	6	tell you what their decision to hire someone was
7	MR. GAGE: Objection.	7	based on?
8	A. No.	8	A. Everything will be in GHire.
9	Q. Who came up with the questions that	9	Q. And did Will Grannis make a
10	would be asked on these interviews?	10	recommendation to the hiring committee?
11	A. Will Grannis.	11	MR. GAGE: Objection.
12	Q. And were assessment-based interview	12	A. There was no hiring committee.
13	questions used for all of the candidates?	13	Q. And so you would assess Mr. Grannis'
14	A. I don't fully understand the	14	recommendation as well as the interviewers to
15	question, "assessment-based interview questions."	15	determine whether to extend an offer?
16	Q. Sure. You know, maybe I will -- I'm	16	MR. GAGE: Objection.
17	going to be adding a document to the Box, so you	17	A. My extending the offer was purely
18	can look at that. We just need one second.	18	based on SVP approval.
19	Okay, you should see it now in the	19	Q. And the SVP would review the package
20	Box. It's going to be Tab 189 and we're going to	20	that you prepared?
21	mark -- this has been previously marked as Exhibit	21	A. Correct.
22	79. Let me know if you have that open.	22	MR. GAGE: Objection.
23	A. I do.	23	Q. So who made the decision about what
24	Q. Do you recognize this document?	24	level a candidate for technical director would be
25	A. No.	25	hired at?

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54 to 57

	Page 54	Page 56
1	- JENNIFER BURDIS -	
2	A. Many people through the process.	1 Will where we discussed all candidates in process
3	Q. And who are those?	2 and that conversation may have taken place
4	A. The final decision would be the SVP	3 verbally.
5	to review and approve, but the checkpoints of	4
6	deciding where a candidate would reside level-wise	5 Q. Okay. I would like us to go back to
7	through the process would include the recruitment	6 the Box. I'm adding another document. Give me
8	team, the interview panel, the hiring manager, and	7 one second.
9	the two SVP reviewers.	8 Okay. You should see in the
10	Q. And who was the SVP in this -- in	9 Box, Tab 160 and this -- this document has been
11	this, for the technical director position?	10 previously marked as Exhibit 62. Let me know when
12	MR. GAGE: Objection.	11 you have that open.
13	A. Diane Greene had access to Ulku's	12 A. I have that open.
14	packet or Holtz and Sridhar. The two additional	13 MR. GAGE: You said 1-6-0, Shira?
15	SVPs were Urs, U-R-S, Holtz and Sridhar. I can't	14 MS. GELFAND: Tab 1-6-0.
16	recall his last name enough to be accurate.	15 MR. GAGE: Yup, okay.
17	Sridhar, S-R-I-D-H-A-R. Sridhar.	16 MS. GELFAND: Okay.
18	Q. So who made the final decision with	17 Q. Do you recognize this document?
19	respect to Ms. Rowe's level?	18 A. There's not -- I may have seen it in
20	MR. GAGE: Objection.	19 the past, but I don't recall.
21	A. The SVP I just listed.	20 Q. Is this part of Google's leveling
22	Q. And was that doc -- was that decision	21 policy?
23	documented anywhere?	22 A. I would assume so based on the title.
24	A. Yes, in GHire.	23 Q. Okay. So the document says, "What
25	Q. And did Mr. Grannis make a final	24 the leveling rationale by staffers includes and
		25 using the template below, you'll include the
	Page 55	Page 57
1	- JENNIFER BURDIS -	
2	recommendation for what level --	1 following in every packet." So Number 1 says,
3	MR. GAGE: Objection.	2 "The reason the interview rubric level was
4	Q. -- for what level Ms. Rowe would be	3 chosen." Do you see that?
5	hired in at?	4 A. I do.
6	A. Yes.	5 Q. Did you include this in every packet?
7	Q. Did he tell you what he based his	6 A. I would like to know if this document
8	decision on?	7 was released at the same time as the concerned
9	A. He based his decision on the	8 policy in August, 2019 because that was a long
10	assessment throughout the process of Ulku Rowe's	9 time after Ulku's process.
11	level.	10 Q. So this policy may not have been in
12	Q. And did he document that anywhere?	11 place at that time?
13	A. His recommendation is documented in	12 MR. GAGE: Objection.
14	the offer packet.	13 A. Potentially.
15	Q. Did you play any role in deciding	14 Q. Okay. So my question is for you
16	what level a technical director would be hired at?	15 whether you included the preinterview rubric level
17	A. No.	16 in every packet at that time.
18	MR. GAGE: Objection.	17 MR. GAGE: Objection.
19	Q. Okay, and outside of what Mr. Grannis	18 A. I don't fully understand the
20	documented in the offer packet, did he communicate	19 question. Sorry.
21	with you what his leveling recommendation was	20 Q. So my, you know, my understanding is
22	based on?	21 that this policy may not have been in place at the
23	MR. GAGE: Objection.	22 time that you were recruiting for the technical
24	A. I don't recall specific	23 director role. So my question for you is whether
25	conversations, but I had a weekly meeting with	24 or not this policy was in place, whether in every

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<p style="text-align: right;">Page 86</p> <p>1 - JENNIFER BURDIS -</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>8 MR. GAGE: Objection.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>15 Q. And did MS. GELFAND provide any sort of feedback about Mr. Harteau's candidacy?</p> <p>17 A. I do not recall.</p> <p>18 Q. And who was her -- who was Ms. Greene's recruiter that sent you that notification?</p> <p>21 A. Her name was Roopa, R-O-O-P-A. I would need to look up the spelling of her last name. I don't remember the spelling. I don't recall her last name, no.</p> <p>25 Q. Did you have any discussions with</p>	<p style="text-align: right;">Page 88</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. I do not know.</p> <p>3 Q. And you were the recruiter for Ben Wilson?</p> <p>5 A. I was.</p> <p>6 Q. And so what was the basis for the decision to hire Mr. Wilson as a Level 9?</p> <p>8 A. The same assessment criteria will have been used for Ben's initial screening process like all candidates through the process. Ben was an industry vertical ex -- expert in the technology space and a C-level executive.</p> <p>13 Q. So your recommendation was -- sorry, one second.</p> <p>15 Did you document those -- that criteria anywhere?</p> <p>17 A. I don't remember if I documented anywhere, but if I did it would be in GHire.</p> <p>19 Q. And did you have any conversations with anyone about this criteria?</p> <p>21 MR. GAGE: Objection.</p> <p>22 A. It's possible that Will and I spoke during our weekly meeting about them.</p> <p>24 Q. Do you recall any specific conversations with Mr. Grannis about Mr. Wilson?</p>
<p style="text-align: right;">Page 87</p> <p>1 - JENNIFER BURDIS -</p> <p>2 Diane Greene about Mr. Harteau?</p> <p>3 A. No.</p> <p>4 Q. Did MS. GELFAND provide any sort of leveling recommendation for Mr. Harteau?</p> <p>6 MR. GAGE: Objection.</p> <p>7 A. Not to my knowledge.</p> <p>8 Q. So that notification from Diane Greene's recruiter, what would have been included in that?</p> <p>11 MR. GAGE: Objection, asked and answered.</p> <p>13 A. Approval for additional SVP review.</p> <p>14 Q. Okay. Did you have any conversations with Diane Greene at any point about the technical director or the technical director's role?</p> <p>17 A. No.</p> <p>18 Q. Okay. Were you the recruiter for Evren Eryurek?</p> <p>20 A. I was not, no.</p> <p>21 Q. Were you at all involved in his hiring?</p> <p>23 A. No.</p> <p>24 Q. So you don't know the basis for the decision to hire him as a Level 9?</p>	<p style="text-align: right;">Page 89</p> <p>1 - JENNIFER BURDIS -</p> <p>2 A. I do not.</p> <p>3 Q. Okay. So what was the business necessity served in tying then the vertical industry expertise to the determination of his level?</p> <p>7 MR. GAGE: Objection.</p> <p>8 A. If I think I understand the question correctly, there were no concrete guidelines around time spent in roles.</p> <p>11 Q. Do you know whether Mr. Grannis analyzed the business necessity for these -- for this leveling decision?</p> <p>14 MR. GAGE: Objection.</p> <p>15 A. You would need to ask Will.</p> <p>16 Q. Okay. So you don't know?</p> <p>17 A. No.</p> <p>18 Q. Okay. Do you know what factors Google considered in setting Mr. Wilson's base compensation?</p> <p>21 MR. GAGE: Objection.</p> <p>22 A. You would need to ask Chris Humez, the compensation analyst.</p> <p>24 Q. So you don't know?</p> <p>25 A. I do not know.</p>